

DIVERSITY AT NIST: A WORK IN PROGRESS

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MANAGING DIVERSITY IS NOT EEO & AFFIRMATIVE ACTION

EEO

Mandatory

Legal, social, moral justifications

Focus on race, gender, ethnicity

Changes mix of people

Perception of preference

Short term, limited

Assimilation

MANAGING DIVERSITY

Voluntary

Business case, productivity

Race & gender neutral

Changes system, operations

Perceived more fair than EEO

Continuous, change management

Individuality

WHAT DO WE MEAN AT NIST WHEN WE SAY DIVERSITY?

DEFINITION:

Diversity includes all characteristics and experiences that define each of us as individuals. Managing diversity is strategically creating systems and processes that allow every worker to make a meaningful contribution to the NIST mission.

Diversity Vision Statement

NIST is committed to maintaining its stature as a premier science agency by building an inclusive workforce and fostering an environment where trust, respect, and understanding are as important as scientific excellence.

**EEO, affirmative action,
human resource strategies
and effectively managing
diversity are all necessary if
NIST is to remain competitive.**

Diversity considerations are linked to

2010 core values

Core values: People

We respect, value, and support each other in all our activities.

Diversity considerations are linked to strategic focus areas

Strategic focus area:
Organizational - People

Strategic Focus: Develop and execute NIST level strategies that simplify and improve:

Recruitment

Performance management

Compensation and benefits

Awards and recognition

Employee development, including succession planning

Work environment

Work-life issues

The Diversity Strategic Plan - A NIST level strategy

Goals

- 1. Organize for improvement**
- 2. Identify the NIST culture**
- 3. Raise awareness**
- 4. Manage diversity**
- 5. Evaluate success**

Implementation

- **Diversity Advisory Board (DAB) involved in coordination**
- **Implementation and accountability at the OU level**
- **Success linked to performance**

EXECUTIVE ACCOUNTABILITY

Executive performance is
linked to the Diversity
Strategic Plan

2002 Diversity Critical Element

- Reduce underrepresentation
- Support/encourage mentoring
- Broaden community outreach/MSIs
- Improve staff awareness & understanding
of diversity

The Diversity Challenge:

- To transition from diversity as an ancillary “people” program to a fundamental approach in the way NIST manages to optimize the talent and energy of staff.
- To link with leadership and strategic initiatives to move diversity from the implied responsibility of the DAB and DPO to individual ownership at the line management level.